

ACVETEO - ADVISORY COMMITTEE ON VETERANS' EMPLOYMENT,  
TRAINING AND EMPLOYER OUTREACH

U.S. DEPARTMENT OF LABOR  
September 20, 2018

SUMMARY MINUTES

THE ADVISORY COMMITTEE ON  
VETERANS' EMPLOYMENT, TRAINING, AND  
EMPLOYER OUTREACH (ACVETEO)

U.S. Department of Labor  
Frances Perkins Building  
200 Constitution Avenue, N.W.  
Room C-4438  
Washington, D.C. 20210

Participants:

CHAIRMAN ERIC EVERSOLE, ACVETEO  
MR. GREGORY GREEN, Assistant DFO  
MS. LOIS BETHARDS, ACVETEO  
MS. NICHOLE COLEMAN, ACVETEO  
MR. ARIEL DeJESUS, ACVETEO  
MS. ADELE GAGLIARDI, DOL  
MS. ROSE WARNER  
MR. RYAN GALLUCCI, VFW  
MS. MIRANDA MCDONALD, ACVETEO  
MS. AMY GARCIA, ACVETEO  
MR. TONY LOWE, VFW  
MR. MIKE SLATER, DOL  
MR. MARK TOAL, DOL VETS  
MR. MIKE MILLER, DOD  
MR. DARRELL ROBERTS, ACVETEO  
MR. PATRICK MANNIX, DOL  
MR. TIM GREEN, TAP

ATTENDEES:

GENERAL PUBLIC:

MR. RONALD DRACH, President, Drach Consulting  
MR. BILL OFFUTT  
MS. REBECCA HERSHEY, Goodwill Industries International

## WELCOME AND REMARKS

**Mr. Green**, assistant DFO, welcomed the attendees present. He explained the purpose of the meeting as a time to discuss recommendations from the subcommittees and reviewed the agenda for the day.

## ADMINISTRATIVE BUSINESS

**Chairman Eversole** requested a review of the time-line of the recommendations. **Mr. Gregory Green** stated that the committee would review the recommendations and then proceed to work on drafting the recommendations for the annual report. He requested that the drafts be in the chairman's office within two- and one-half weeks for last minute changes. These drafts and changes will be shared with the committee. After approval and by the end of October, the annual report will be handed in to VETS.

**Mr. Gregory Green** requested that everyone mark November 1<sup>st</sup> as the date of their next ACVETEO meeting. This timeframe will allow time to review the final report before the holidays. He also requested that participants who have not already done so, please submit their packets for the next committee. The deadline for submission is September 28<sup>th</sup>. To this, **Chairman Eversole** added a request for nominations and notification to those nominees from those present but who will not be renewing their applications. Please contact **Mr. Gregory Green** or **Chairman Eversole** with any questions about applications.

**Chairman Eversole** confirmed the minutes from the previous meeting which took place on July 31, 2018. There were no objections.

## UPDATES ON THE AMBITIONS OF THE SECRETARY OF LABOR

**Mr. Tim Green**, director of outreach, declared that the initiatives of the Secretary of Labor remain fixedly on closing the skill gaps through the use of apprenticeships, licensing, and credentialing. This is a priority for the country and, more specifically, for VETS. The Secretary's three main objectives include: Hire Vets Medallion Program, military spouse employment, and TAP and the transition program. He plans to work closely and cooperatively with the DOD, the VA, and other TAP agencies. Among these initiatives and based on the Secretary's strategic letter, apprenticeships and veteran apprenticeships are his number one priority in regard to closing the skill gap.

**Mr. Toal** added that his office will be sending out emails to stakeholders about National Apprenticeship Week which takes place from November 18<sup>th</sup> - 22<sup>nd</sup>. Some time around that week, before, during, or soon after, organizations should hold an event honoring someone, veteran or civilian, who participated in the apprenticeship programs. The goal is to have thousands of events. Any help would be appreciated. **Mr. Tim Green** added that there will also be a ceremony on Veteran's Day, November 8<sup>th</sup>, 2018, to honor employers who participated in the Hire Vets Medallion Program and that the week before National Apprenticeship Week is Veterans Small Business Week.

**Chairman Eversole** talked about his desires for the direction of the upcoming meetings. He wants to have the final revisions of the report completed by the November meeting so that it can be submitted by the deadline. Then, he wanted to cover the major issues within the DOL and draw up a list of objectives for the 2019 committee. His suggestions for 2019 topics included: the TAP makeover, military spouse employment obstacles,

apprenticeships and the SkillBridge authority, updating the information of the current Hire Vets Medallion initiatives, and recommendations for improvements, specifically to the DOL. To which **Mr. Tim Green** agreed to have briefs ready on each of those topics for the November 1<sup>st</sup> meeting. **Mr. Gregory Green** stated that he would send an email with requests for any other ideas within the committee which he needs to his office by the beginning of October.

#### TRANSITION AND TRAINING SUBCOMMITTEE BRIEFING

**Mr. Roberts** began by thanking everyone for the work they have done since the previous meeting. The Transition and Training Subcommittee had five recommendations to aid in the direction of ACVETEO.

The recommendations are as follows:

- 1) DOL has continued to improve in marketing existing resources for veterans that highlight careers by occupational fields based on earning potential, projected job growth, and ease of entry in order to address underemployment and improve retention of recently transitioned service members. ONet can use the Bureau of Labor Statistics to aid in finding high demand fields and job openings.
- 2) DOL should create a community of interest area for military veteran spouses to have the ability to network and communicate with one another. The DOL should create a means of communication between spouses and companies looking to help the spouses. This

communication should include information regarding licensing and credentialing.

- 3) DOL should aggressively market the new spouse portal on the veterans.gov website to highlight state-specific employment and training for service members, veterans, and their spouses.
- 4) DOL should develop a system capable of tracking and reporting on warm handovers of transitioning service members from DOD to DOL. The Transitioning and Training Subcommittee would like to see more interagency cooperation and data sharing regarding these warm handovers.
- 5) DOL should have access to the National Directory of New Hires with the ability to match database and evaluate outcomes in order to better track the outcomes and effectiveness of TAP. Other agencies already have this system, there is no reason the DOL should not.

**Chairman Eversole** began discussion on the above points by drawing attention to the SECO operated database for military spouses. He queried that, instead of creating a new system from scratch within the DOL, was there a way to link the DOL to the DOD's SECO database? He also mentioned a database for a similar purpose within the DOL and suggested more promotion of those databases. **Mr. Tim Green** declared that there is a link from the DOL website to the SECO database but that the Chairman's ideas need serious consideration.

**Chairman Eversole** also recommended a revamp of the

DOL's website to make it more aesthetically appealing and provide resources and tools to better help users. **Ms. Coleman** reported that spouses that her organization contacted wanted a means to find and communicate with each other, not just with companies and the DOL. She thought of something similar to a Facebook-like website in order to facilitate networking and communication between military spouses. **Chairman Eversole** discussed 55 installations that have networks similar to what Ms. Coleman described but that they needed to better link these sites to the DOL. He also talked about the Military Spouse Economic Empowerment Zones which focus on employment but not as much on other issues relating to employment such as child care, networking, and finding employers who will not discriminate against a military spouse.

**Mr. Miller** argued that the issue of transitioning and networking websites used for military spouse employment moves into the realm of local communities rather than federal jurisdiction. He describes the Spouse Empowerment Zones under the VA which allow the local communities' identities and definitions to define the ways in which they can address geography specific issues for military spouses.

**Chairman Eversole** clarified the primary issue that most clients have reported is that they did not know of the existence of these aforementioned support agencies. He maintained that a means of connecting the already existing networks would be in the spouses' and DOL's best interest. **Mr. Gallucci** supported this claim. He

also worried that new social media platforms may expose military spouses to mistreatment during times in which they are most vulnerable. **Mr. Miller** clarified that spousal employment and job preparation were an essential part of readiness. **Chairman Eversole** added that the ability of a spouse to find employment can influence how long a serviceman stays in the military even with the enticing retirement opportunities offered by the military. This issue was first addressed in May when an executive order demanded the tracking of military spouse hiring throughout the country which has created a means of accountability for federal agencies to increase efforts toward encouraging the hiring of military spouses, especially since military spouse unemployment is between 16-17% (meaning spouses actively seeking work). These topics are only going to grow over the coming months.

#### BARRIERS TO EMPLOYMENT SUBCOMMITTEE BRIEFING

**Mr. Slater** reviewed the following recommendations: adding Vietnam veterans to the JVSG, adding unemployed military spouses who have just PCS'd as covered under JVSG, using TAP to track military spouses, and expanding access to apprenticeship workforce reforms to aid veterans and their spouses. The JVSG lead agreed to the recommendations and pointed out that work is currently underway to include Vietnam vets. He said that he had already spoken to ETA about including Mr. Gallucci's concerns regarding inclusion of military spouses into the dislocated workers category. ETA responded that currently it did not influence dislocated worker categorization, but they did provide some terminology that should be considered by the committee.

**Chairman Eversole** moved to delete the fourth recommendation on the basis that there was not sufficient data even though it is an important issue but requested for it to be revamped for discussion in November. **Mr. Miller** concurred and then suggested a different acronym from TAP to describe the specific situation of spouses moving from one duty station to another, as opposed to a serviceman separating from the military. There are ways to better include spouses in the program and there are aspects that do include them, making the focus more on relocation rather than transition.

For November discussion, **Mr. Tim Green** proposed talking about the challenges and outcomes associated with participation in the apprenticeship program during active duty. **Mr. Miller** wanted information on the percentage of individuals who finished apprenticeship compared with other options. **Mr. Roberts** asked about which programs are allowing use and actively using the funds provided by the military to the servicemen, namely the GI Bill. He also wanted to see numbers regarding those who completed apprenticeship and found jobs versus those who completed apprenticeships but did not find jobs. **Mr. Toal** agreed and said that there should be better differentiation between apprenticeships and pre-apprenticeship programs so that the serviceman understands whether or not he/she is actively employed by the company doing the training.

#### DIRECT SERVICES SUBCOMMITTEE BRIEFING

**Mr. Gallucci** presented his subcommittee's recommendations, beginning with creating a campaign on Employer Outreach Jobs for Veterans State Grant Program. He wants to see a deliberate effort put forth to increase awareness among potential employers on the number of veterans available for employment within a community.

Part of this initiative is to provide more accurate descriptions of the demographics of veterans, meaning not all are older, who have been in for 20 years, and went to an academy. **Mr. Tim Green** suggested an update of NVTI curriculum to address this discrepancy. **Mr. Gallucci** wanted to know if incarcerated veterans would be part of this new demographic as well.

**Mr. Gallucci** proceeded on to Recommendation 2 which was: increase employer outreach and promotion of ODEP to provide guidance and resources to employers in a non-confrontational manner so they fully understand their obligations under the law and how to best serve employees with disabilities. There were no comments or questions so he proceeded to Recommendation 3 which is as follows: the Office of Transition and Economic Development (OTED) should collaborate with DOL and VA to standardize the look, feel, and functionality of platform. This would serve to simplify the searches being made by the same audience currently on different platforms. This means not just consolidating sites but also making any separate sites resemble each other so that the users know that they are linked and if they can navigate one site, they can navigate the others.

**Mr. Tim Green** explained that OPM has begun working on this idea, particularly at the federal government level. **Mr. Gallucci** expressed one idea which is to integrate artificial intelligence (AI) algorithms into the discussions regarding transition in order to teach those transitioning how to better tailor their résumés. Teaching this skill will allow transitioning service members a better opportunity to be noticed by AI and have their résumés selected which is more likely to lead to an interview and/or job. **Mr. Slater** recommended consulting Tim Winter about integrating this technology into the online platforms because the capability

may already exist and that Winter is already looking to update the TAP EW and DOLEW curricula.

#### CLOSING REMARKS AND ADJOURNMENT

**Chairman Eversole** opened the meeting up to public comments and questions. **Mr. Ron Drach**, President of Drach Consulting and a former VETS employee apprised the committee about the new Google capability that allows service members to enter their MOS and presents them with a list of civilian jobs that require the same skills. He also reiterated his point from a previous petition about VETS taking on the same responsibilities for disabled veterans as it has for the women's program.

**Ms. Rebecca Hershey** of Goodwill Industries, International informed the committee of the efforts made by her organization in helping veterans transition out of the military. Goodwill is paying special attention to the issues of portability regarding licensing and credentialing and apprenticeship programs that allow for career advancement. Goodwill is also happy to collaborate and share the information they have gathered with the committee so that both entities can provide a better transition experience.

The meeting adjourned at 11:50 a.m.